

**Memorandum of the Meeting  
Regular Study Session/Meeting  
Twenty-Eighth Town Council of Highland  
Monday, August 19, 2013**

The regular study session of the Twenty-Eighth Town Council of the Town of Highland was convened at the regular place, the Highland Municipal, 3333 Ridge Road, Highland, Indiana, in the plenary meeting chambers on **Monday, August 19, 2013** at the time of 7:10 o'clock p.m.

**Silent Roll Call:** Councilors Bernie Zemen, Mark Herak, Dan Vassar, Konnie Kuiper and Brian Novak were present. A quorum was attained. The Clerk-Treasurer Michael W. Griffin was present to memorialize the proceedings.

**Also present:** Pete Hojnicki was also present.

Susan Hmurovic, Inspection Clerk; and Randy Bowman, Assistant Inspector for Electric were also present.

Mitchael Ripley, President of HR Unlimited Inc. was also present.

**General Substance of Matters Discussed**

1. The Town Council with the Metropolitan Police Chief discussed a recent invoice for design services related to the Public Safety Building issued from Wilson-Estes Architects. It was noted that a contract for \$600,000 or more was approved by the Town Council. The Clerk-Treasurer discussed with the Town Council possible sources. It was further noted that the architect could not wait for the bond proceeds, noting that a bond would likely not be issued before October or November.
2. The Town Council, the Clerk-Treasurer and Mitch Ripley of HR Unlimited, Inc. discussed the presentation of the reviewed and revised Compensation and Benefits Ordinance as well as Work Rules for the Town. As delivered, the policies were essentially unchanged, except for modifications made necessary because of changes in Federal and State law.

The discussion included a colloquy by, between and among the Metropolitan Police Chief, the Town Councilors, the Clerk-Treasurer and the President of HR Unlimited, Inc., discussed the competing merits of paying overtime to the exempt salaried supervisor. The discussion further explored whether the exempt supervisors should be allowed to be paid overtime at time and one-half the rate of the person filling the post, such as commanders and directors.

The discussion included a discussion regarding the approval of compensation time for exempt salaried supervisory personnel.

The Town Council discussed various sections of the third edition draft. It was determined to transmit the current iteration a final time for the consideration of the department leaders, to be completed by the time of a meeting at the Study session of the Town Council of October 7, 2013. The Town Council would develop a final draft.

3. The Town Council discussed the possible development of a skate park. The discussion included whether there should be a different use of the existing municipal lot in the downtown area. No formal opinion or consensus emerged. The concerns about a skate park proximate to the downtown were also discussed including noise and possible effects on economic development.

4. The Town Council discussed the development of repayment by the City of Hammond of the "loan" made by the Highland Redevelopment Commission in 2007 to its Hammond counterpart, in the amount of \$1,750,000. The discussion centered on whether the still outstanding principal of \$700,000 should be repaid with these proceeds. The Clerk-Treasurer reminded the Town Council that at the time of the several public forums on the initiative, representations were made that upon receipt of the repayment, the outstanding bonds would be called and paid. These were not legally binding it was noted but morally compelling according to the Clerk-Treasurer. He further noted that the last four maturities totaling \$700,000 hold an interest rate of 6.5%. The Clerk-Treasurer suggested that there would be sound economic reasons related to cost of capital to repay with the proceeds. He further noted that the balance of the proceeds would remain with the Redevelopment Commission.

There being no further business to be discussed by the Town Council, the regular study session of the Town Council of **Monday, August 19, 2013**, was adjourned at 9:27 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA/CPFIM  
Clerk-Treasurer